

Motion presented to Faculty Senate 12/15/2015

Revision of the Provost's Procedures for Personnel Cases

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contributions to the public good that result from the application of one's professional or disciplinary expertise in solving or ameliorating problems or issues in the local, state, national or international community. The extent and impact of the faculty member's contributions to the outreach mission of the University may, in exceptional cases, serve as a major reason for promotion to Professor.

New Language for Section 3.d of Provost's Procedures for Personnel Cases

University Service, Tenure and Promotion to Associate Professor, and Promotion to Full Professor.

- i. As a question of policy, Binghamton University is dedicated to being a first-class research university. In the pursuit of that goal, we believe that equitable and transparent procedures should be put in place that will provide guidance to our colleagues who seek tenure and promotion to Associate Professor and promotion to full Professor.
- ii. As a question of policy, we believe that institutional expectations regarding university service will be greater for those persons seeking promotion to full Professor than those who seek promotion and tenure to Associate Professor. Assignment and evaluation of service obligations have often disproportionately affected female faculty and faculty of color. Therefore, every effort must be made to ensure an equitable assignment of service responsibilities and a fair ef 8Tc 0 Tw 1.f c7

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should be lessened, we at the same time recommend that Assistant Professors be fully engaged in all deliberations of their departments, in some cases including search committees and Undergraduate and Graduate Committees, while not serving as Directors of these committees, if at all possible.

- iv. In an effort to assure that the service load that is imposed on or expected of Assistant Professors is lessened, as a matter of policy and practice, we declare that the standards of university service for promotion to full Professor should acknowledge the importance of university service, which would include but not be limited to university, profession, and community service, bearing in mind that Associate Professors have tenure and that they have responsibility to participate in faculty governance so that we create an inclusive and diverse academic community.
- v. Last, while our objective is to reduce service requirements for tenure track Assistant Professors while clarifying expectations for service for Associate Professors and full Professors, we want to assure that all service rendered by candidates for tenure and promotion will be recognized by Initiating Personnel Committees, Faculties, Deans, the Provost and the President. This policy regarding service will apply whether the case being considered is for for tenure and promotion to Associate Professor or promotion to full Professor, and will be applied regardless of whether the service was voluntary or involuntary.
- vi. A faculty member's service contributions may be directed toward the University through membership and/or leadership of committees, administrative functions or other formal leadership positions. Additionally, a faculty member may document service in the recruitment and mentoring of students and/or faculty.

A faculty member may include service to the profession or discipline through active participation in academic or professional societies, editorial boards, or other boards and commissions.

Engagement, or service to the community at large, and governmental or nonprofit organizations that is commensurate with a faculty member's professional expertise or standing should also be evaluated by the IPC. A faculty member may include copies of reports, or other materials as supporting evidence of effective service and engagement.

In assessing the quality of University, professional, or external service, the IPC should evaluate the faculty member's contributions through:

- a) The candidate's self-assessment of service that describes positions held and contributions made;
- b) Documentation that the faculty member's contributions were appropriate for the person's academic unit and rank; and,

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- c) Documentation that engagement and community service activities were of high quality; and,
- d) In cases of promotion from associate to full professor, documentation provided by peers in the form of solicited memoranda or letters that the faculty member's contributions were significant and sustained over time.
- e) Consideration of the importance of different types of service to the mission of the faculty member's unit and the University.

In reviewing the IPC report on service contributions, the AUPC shall recognize that unit and disciplinary expectations for service vary and shall evaluate a faculty member's service in the context of the unit's expectations and mission.